

**HOOVER CITY COUNCIL  
MINUTES OF MEETING**

**DATE:** Tuesday, September 4, 2018  
**TIME:** 6:00 P.M.  
**PLACE:** Hoover Municipal Center  
**PRESENT:** Mayor Frank V. Brocato  
Mr. Gene Smith, Council President  
Mr. John Greene, Council President Pro-Tempore  
Mr. John Lyda, Council Member  
Dr. Casey Middlebrooks, Council Member  
Mr. Derrick Murphy, Council Member  
Mr. Curt Posey, Council Member  
Mr. Mike Shaw, Council Member

**ALSO PRESENT:** Mr. Phillip D. Corley, Jr., City Attorney  
Mr. Rod Evans, Wallace, Jordan, Ratliff & Brandt, LLC  
Chief Clay Bentley, Fire Chief  
Ms. Amanda Borden, Library Director  
Mr. Jason Cope, Technology Director  
Mr. Tommy Daniel, Director, Public Works  
Chief Nick Derzis, Police Chief  
Ms. Susan Fuqua, Director, Municipal Court  
Mr. Greg Knighton, Economic Developer  
Mr. Mike Lewis, Director, Human Resources  
Mr. Frank Lopez, Director, Revenue and Taxation  
Dr. Melinda Lopez, Chief Financial and Information Officer  
Mr. Mac Martin, City Planner  
Mr. Ben Powell, Purchasing Director  
Mr. Allan Rice, City Administrator  
Mr. Tim Westhoven, Chief Operations Officer  
Mr. Jim Wyatt, Director, Inspection Services  
Mr. Robert Yeager, Finance Director

The meeting was called to order by Council President Gene Smith.

The clerk had roll call and a quorum was present.

The clerk gave the invocation.

The Pledge of Allegiance was led by Mr. Posey.

1. **APPROVAL OF MINUTES**

Mr. Lyda made a motion to approve the minutes of the August 20, 2018 regular meeting and the August 30, 2018 work session as presented and to dispense with the reading. This motion was seconded by Mr. Greene. Mr. Smith called for questions or comments from the Council. There being none, on voice vote the motion carried unanimously.

2. **REPORTS**

**Mr. Phillip Brown**, Candidate, Jefferson County Circuit Clerk, introduced himself and asked for support in the November 6, 2018 election.

The City Attorney read a **Proclamation** declaring the month of September, 2018, as **Gynecologic Cancer Awareness Month**. Mayor Brocato presented the proclamation to Ms. Kelly Rice, representing the Laura Crandall Brown Foundation. Ms. Rice was joined by her husband, Allan Rice.

The City Attorney read a **Proclamation** declaring the week of September 9 through 15, 2018 as **Nephrology Nurses Week**. Mayor Brocato presented the proclamation to Ms. Sara Kennedy.

The City Attorney read a **Proclamation** declaring September 24, 2018 as **Family Day**; and the week of September 23 through 29, 2018 as **Family Week**. Mayor Brocato presented the proclamation to Mr. Chris Carpenter.

Mayor Brocato asked **Mindy Wyatt, City of Hoover Applications Systems Specialist**, to join him at the front of the chambers. He commended Ms. Wyatt on her hard work and dedication and congratulated her on recently receiving certification as a **Project Management Professional**.

3. **RESOLUTION NO. 5858-18 – AMEND BUDGET FYE 9/30/18**

The City Attorney read Resolution No. 5858-18. This would amend the Budget for Fiscal Year Ending September 30, 2018 as shown on the exhibit attached to the resolution.

Mr. Lyda made a motion to approve **Resolution No. 5858-18**. This motion was seconded by Mr. Greene. On voice vote the motion carried unanimously.

4. **RESOLUTION NO. 5859-18 – PROPOSED 2018 SALARY SCALE, COMPENSATION STRUCTURE, AND ADDITIONAL COMPENSATION PRACTICES**

The City Attorney read Resolution No. 5859-18. This would adopt compensation pay scale range and structure for certain city positions as set forth in the exhibit attached to the resolution including premium pay assignment for fire department employees as apparatus operators, police department employees as field training officers, and emergency communication employees as assigned and certified as trainers.

At the request of Mr. Lyda, Mr. Smith allowed discussion before moving forward.

Mr. Mike Lewis approached the podium to address questions from the Council.

Dr. Middlebrooks requested the following: (1) Amend the pay scale for the position of police executive officer from a grade 9, which includes overtime, to a grade 11 which is overtime exempt. (2) Follow the same supervisor-subordinate rule as the federal government, and (3) Include longevity pay (bonus) for those employees that eventually top out on the pay scale; based upon their annual performance evaluation. He recommended between 2% - 3% one-time lump sum.

Mr. Greene noted the city paid professionals \$114,000 to conduct this study and cautioned against picking and choosing changes to it.

Mr. Shaw agreed this is a good study but there could be instances that need to be adjusted. He requested additional time to review the adjustments given to the Council today.

Mr. Lewis commented that Ms. Meriweather with Gallagher should be able to answer their questions by the end of the week. He confirmed that she will be available in the future at no additional cost to the city to make annual adjustments to the salary scale for inflation and other factors.

Mr. Posey asked about several classifications where existing employees would reach the top of their scale relatively quickly. Mr. Lewis said at that time there would be no change in classification unless it was part of the promotional process. Rather than what is typically done with these studies where they are adopted and then remain static, the City could look at possibly making annual adjustments to increase the scale as a whole to reflect the appropriate level of pay. Mr. Lewis said at the Mayor's request slight adjustments were made to grades 5, 7 and 9 in order that no employee would be assigned to a job class that has a lower maximum than what they currently have.

Mr. Smith questioned the procedures regarding hiring someone with greater experience that could come in at step 4 under the new plan although an experienced person hired just prior to adoption of this plan would have come in at step 3. Mr. Smith asked if that person already hired would be adjusted to step 4 of the new scale. Mr. Lewis said they do not have a plan in place currently to account for that situation but that would be at the discretion of the Council to implement that if they should choose to do so. There would be additional cost but there is an equity consideration to be had.

Mr. Lyda stated the Council as well as the employees are excited and eager to move forward with a plan that will attract and retain the top talent. Their questions and requests for additional information are meant to ensure they get it right. Mr. Lyda made a motion to **continue** Resolution No. 5859-18 to the September 17, 2018 City Council meeting. This motion was seconded by Mr. Greene. On voice vote the motion carried unanimously.

5. **RESOLUTION NO. 5860-18 – AUTHORIZE MAYOR TO EXECUTE CREDIT CARD PROCESSING SERVICES AGREEMENT WITH ELAVON**

The City Attorney read Resolution No. 5860-18. This would authorize the Mayor to execute a New Company Application to add Inspection Services to the Elavon credit card processing services agreement.

Mr. Lyda made a motion to approve **Resolution No. 5860-18**. This motion was seconded by Mr. Greene. Mr. Smith called for questions or comments from the Council or the audience. There being none, on voice vote the motion carried unanimously.

6. **RESOLUTION NO. 5862-18 – PUBLIC HEARING AND ABATEMENT OF PUBLIC NUISANCE – 1423 LANTANA DRIVE**

Mr. Smith stated this is a public hearing regarding the abatement of public nuisances due to weeds and/or grass.

Mr. Robert Macke noted the property located at 1423 Lantana Drive is the only remaining property to be abated. The other properties have been cut to his satisfaction.

Mr. Smith asked if there were those present who wished to speak regarding the abatement of property at 1423 Lantana Drive. There were none.

The City Attorney read Resolution No. 5862-18. This would authorize the abatement of the public nuisances due to weeds and/or grass on property located at **1423 Lantana Drive**.

Mr. Lyda made a motion to approve **Resolution No. 5862-18**. This motion was seconded by Mr. Greene. There being no further discussion, on voice vote the motion carried unanimously.

7. **RESOLUTION NO. 5851-18 – AUTHORIZE MAYOR TO EXECUTE DEVELOPER-INSTALLED EXTENSION OF MAINS AGREEMENT AND LETTER OF AUTHORIZATION WITH BIRMINGHAM WATER WORKS BOARD – HOOVER MET SOUTH ACCESS ROAD RIGHT OF WAY – Continued from 8/20/18 meeting**

The City Attorney read Resolution No. 5851-18. This would authorize the Mayor to execute a Developer-Installed Extension of Mains Agreement and Letter of Authorization with the Birmingham Water Works Board regarding a water main extension within the Hoover Met South Access Road right of way.

Mr. Lyda made a motion to approve **Resolution No. 5851-18**. This motion was seconded by Mr. Greene. Mr. Smith called for questions or comments from the Council or the audience. There being none, on voice vote the motion carried unanimously.

8. **RESOLUTION NO. 5852-18 – AUTHORIZE MAYOR TO EXECUTE AGREEMENT WITH ALDOT – TRANSPORTATION ALTERNATIVES PROGRAM PROJECT – HOOVER MUNICIPAL COMPLEX SIDEWALK PLAN – Continued from 8/20/18 meeting**

Mr. Lyda made a motion to **continue Resolution No. 5852-18 to the call of the chair**. This motion was seconded by Mr. Greene. Mr. Smith called for questions or comments from the Council or the audience. There being none, on voice vote the motion carried unanimously.

9. **PAYMENT OF BILLS**

Mr. Lyda stated he had reviewed the bills and made a motion that the bills be paid as submitted. This motion was seconded by Mr. Greene. Mr. Smith called for questions from the Council or the audience. There being none, on voice vote the motion carried unanimously.

Mr. Smith called for additional comments or questions from the Council or the audience.

Mr. Murphy mentioned the discussion that had taken place over the last couple of years regarding City assets and particularly Aldridge Gardens. He asked for an update regarding plans for Aldridge Gardens. Mayor Brocato stated the City and Board for Aldridge Gardens have been discussing bringing the Gardens under the City for well over a year. The City has budgeted \$350,000 in this year's budget proposal for the Gardens. Once the salary study is adopted, they will know where their employees will fit and can prepare a budget to bring to the City Council for consideration. The budget for Aldridge Gardens is approximately \$900,000 to \$1,000,000.00 and the City is currently providing \$350,000.00. Some savings can be expected by bringing the Gardens under the umbrella of the City but it will still be very important that they continue to

raise money through their fund raising efforts to make up what could be around \$650,000.00 per year. Mr. Murphy asked if the Council could expect a proposal within 60 days after October 1<sup>st</sup>. The Mayor agreed that would be the case.

Mr. Posey mentioned continuing the discussion regarding short term rentals in the future. Mr. Smith indicated they would do so.

There being no further comments or questions, the meeting was adjourned.

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Margie Handley, City Clerk